

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
OFFICE OF THE SUPERINTENDENT

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REVISED

August 31, 2017

TO: School Board Members

FROM: Craig J. Nichols
Chief Human Resources and Equity Officer

VIA: Robert W. Runcie
Superintendent of Schools

SUBJECT: **REVISION TO G-3, PERSONNEL RECOMMENDATIONS FOR NON-INSTRUCTIONAL APPOINTMENTS AND LEAVES FOR THE 2017-2018 SCHOOL YEAR, FOR THE SEPTEMBER 6, 2017, SCHOOL BOARD OPERATIONAL MEETING**

Attached is a revision to G-3, Personnel Recommendations for Non-Instructional Appointments and Leaves for the 2017-2018 School Year, for the September 6, 2017, School Board Operational Meeting.

- Additional names placed on **Revised** Executive Summary List of Appointments, and added **Revised** pages **13** – **16** to section 6. School-Based Managerial Personnel – Recommended Appointments.

RWR/CJN/EMC:sl
Attachment(s)

c: Senior Leadership Team

**Board Agenda, September 6, 2017, Item G-3
Executive Summary List of Appointments, Assignments and Leaves for
Non-Instructional for the 2017-2018 School Year
(This includes Managerial/Professional/Technical Personnel)**

This agenda item includes all personnel recommendations for appointments, assignments and leaves for Non-Instructional Personnel that have been combined into one Board Item.

NON-INSTRUCTIONAL

Non-Instructional recommendations include the name of recommended individual(s) school/location, job title, and assigned calendar. The individuals recommended have the qualifications required for the specified position and will be paid as specified in the 2016-2017 Salary Schedules.

All recommendations are made with the understanding that these individuals will comply with regulations/policies as set forth by the Florida Department of Education and The School Board of Broward County, Florida.

	<u>Page(s)</u>
1. Non-Instructional (Non-Managerial) Approval(s)/Reassignment(s)/Promotion(s)/Demotion(s)	1-3
2. Non-Instructional (Non-Managerial) Substitutes/Temporary Employees	4-5
3. Non-Instructional (Non-Managerial) Leave(s)-Layoffs(s)	6-8
4. Managerial/Professional/Technical (ESMAB, PBA, TSP) Recommended Appointments	9-12

The specific positions and the individuals recommended for the District Managerial/Professional Technical (ESMAB, PBA, TSP) position(s) are listed below. Each position has a Summary of Advertised Position which gives position, effective date, individual recommended to fill the position, salary, work calendar, number of applicants (qualified and interviewed) and the Interview Committee. All recommendations are made with the understanding that these persons will comply with regulations as set forth by the Florida Department of Education and The School Board of Broward County.

4. Educational Support Managerial Association of Broward, Inc. (ESMAB), Police Benevolent Association (PBA) and Technical Support Professionals (TSP) Personnel – Recommended Appointments

<u>Name</u>	<u>Recommended Position</u>	<u>Page</u>
Ashley, Elizabeth	Database Researcher I	9
LaNovara Flores, Christine	Evaluation Administrator	10
McCutcheon, Rosalind	Benefits Accountant	11
Mistri, Viki	Budget Analyst I	12

4 a. Technical Support Professionals (TSP) Positions (School-Based Personnel)

<u>Name</u>	<u>Title/Position</u>	<u>Location</u>	<u>Effective Date</u>
None at this time			

4 b. Recommended Appointments of Acting Technical Support Professionals (TSP) Personnel

The specific positions and the individuals recommended for the non-instructional administrative position(s) are listed below. All recommendations are made with the understanding that these persons will comply with regulations as set forth by the Florida Department of Education and The School Board of Broward County.

<u>Name</u>	<u>Title/Position</u>	<u>Location</u>	<u>Effective Date</u>
None at this time			

Board Item G-3, September 6, 2017

4 c. Recommended Appointments of Temporary Educational Support Managerial Association of Broward, Inc. (ESMAB) and Police Benevolent Association (PBA) Personnel

The specific positions and the individuals recommended for the non-instructional administrative position(s) are listed below. All recommendations are made with the understanding that these persons will comply with regulations as set forth by the Florida Department of Education and The School Board of Broward County.

<u>Name</u>	<u>Title/Position</u>	<u>Location</u>	<u>Effective Date</u>
None at this time			

4 d. Recommended Appointments of Temporary District Managerial/Professional/Technical Personnel

The specific positions and the individuals recommended for the non-instructional administrative position(s) are listed below. All recommendations are made with the understanding that these persons will comply with regulations as set forth by the Florida Department of Education and The School Board of Broward County.

<u>Name</u>	<u>Title/Position</u>	<u>Location</u>	<u>Effective Date</u>
None at this time			

5. Recommended Reassignment of Current School-Based and District Managerial Personnel

The position(s) and individual(s) recommended for reassignment by the Superintendent for the 2017-2018 School/Fiscal year are listed below. The School-Based Managerial staff member meets the requirements of the position for which he/she is recommended for reassignment. All recommendations are made with the understanding that these persons will comply with regulations as set forth by the Florida Department of Education and The School Board of Broward County. The salary and calendars remain the same except where noted.

<u>Name</u>	<u>Current Assignment</u>	<u>Recommended Reassignment</u>	<u>Effective Date</u>
None at this time			

6. School-Based Managerial Personnel - Recommended Appointments (Revised)

The specific positions and individuals recommended for Principal and/or Assistant Principal position(s) are listed below. Each position has a Summary of Advertised Position which gives position, effective date, individual recommended to fill the position, salary, work calendar, number of applicants (qualified and interviewed) and the Interview Committee. All recommendations are made with the understanding that these persons will comply with regulations as set forth by the Florida Department of Education and The School Board of Broward County.

<u>Name</u>	<u>Recommended Position</u>	<u>Page</u>
None at this time		
<u>Revised (Names Added)</u>		
<u>Augustin, Ducarmel</u>	<u>Principal Coach (Grant Funded)</u>	<u>13</u>
<u>Paschal, Heather</u>	<u>Assistant Principal, New Renaissance Middle</u>	<u>14</u>
<u>Qaiyim, Kaia</u>	<u>Assistant Principal, North Side Elementary</u>	<u>15</u>
<u>Rubinstein, Cindee</u>	<u>Assistant Principal, Lauderhill Paul Turner Elementary</u>	<u>16</u>

6 a. Recommended Appointments of Temporary School-Based Administrative Personnel

The specific positions and the individuals recommended for the non-instructional administrative position(s) are listed below. All recommendations are made with the understanding that these persons will comply with regulations as set forth by the Florida Department of Education and The School Board of Broward County. The individual(s) recommended for the position(s) will assist the location by serving as a temporary Principal or Assistant Principal at a school site, during a leave or until the vacancy can be permanently filled by the Office of School Performance & Accountability.

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
None at this time			

7. Recommended Appointments of School-Based and District Managerial Acting/Special/Task Assignment Personnel

The positions and individuals recommended for acting/special/task assignments by the Superintendent for the 2017-2018 School/Fiscal year are listed below. Each recommended acting/special/task assignment includes candidate's name, present assignment, recommended acting/task assignment, administrator replaced (if applicable), effective date and time of acting/special/task assignment, explanation for selection, work calendar and salary.

<u>Name</u>	<u>Recommended Position</u>	<u>Page</u>
None at this time		

8. School-Based and District Managerial Personnel Leave(s) for 2017-2018 School/Fiscal Year

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Kelly, Tina	School Nurse	Maplewood Elementary	Personal Leave Effective: 08/04/17

9. Salary Adjustment

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
None at this time			

CJN/EMC:sl

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Ducarmel Augustin
CURRENT/PREVIOUS POSITION: Principal, Royal Palm Elementary
CURRENT/PREVIOUS SALARY: \$113,778 **CURRENT WORK CALENDAR:** 244 Days
RECOMMENDED POSITION: Principal Coach (Grant-Funded) (C-057)

RECOMMENDED SALARY: \$113,778, Category C, Step 5, from The School Board of Broward County, Florida, 2016-2017 School-Based Administrators Salary Schedule for Broward Principals and Assistants Association (BPAA)

RECOMMENDED WORK CALENDAR: 244 Days

EFFECTIVE DATE: 9/7/2017

NUMBER OF APPLICANTS: 9

NUMBER OF QUALIFIED APPLICANTS: 4

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 4

REASON FOR SELECTION:

This individual has been selected as the best qualified candidate for the position based upon education, professional experience and responses to the interview questions.

DEGREE(S) Doctorate Degree, Educational Leadership, Florida Atlantic University, Boca Raton, FL

AWARDED: Specialist Degree, Educational Leadership, Nova Southeastern University, Davie, FL

Master's Degree, Multicultural Education, Eastern University, St. Davids, PA

SELECTION COMMITTEE:

Angela Brown, Director, Coaching & Induction

Fabian Cone, Ed.D., Director, Teacher Professional Learning & Growth

Saemone Hollingsworth Luis, Director, School Performance & Accountability

***COPIES OF RESUMES ARE ON FILE IN TALENT ACQUISITION & OPERATIONS
(NON-INSTRUCTIONAL)***

RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Heather Paschal
CURRENT/PREVIOUS POSITION: Teacher, McArthur High
CURRENT/PREVIOUS SALARY: \$53,594 **CURRENT WORK CALENDAR:** 196 Days
RECOMMENDED POSITION: Assistant Principal, New Renaissance Middle (JJ-002)
RECOMMENDED SALARY: \$76,600, salary on the Awarding Competitive Compensation to Educational Leaders (ACCEL) Plan for School-Based Administrators

RECOMMENDED WORK CALENDAR: 216 Days

EFFECTIVE DATE: 9/7/2017

NUMBER OF APPLICANTS: 66

NUMBER OF QUALIFIED APPLICANTS: 52

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 6

REASON FOR SELECTION:

This individual has been selected as the best qualified candidate for the position based upon education, professional experience and responses to the interview questions. Ms. Paschal has completed the LEAD program.

DEGREE(S) Specialist, Educational Leadership, Florida International University, Miami, FL

AWARDED: Master's Degree, Reading (K-12), Florida International University, Miami, FL

Bachelor's Degree, Elementary Education, Florida Agricultural & Mechanical University, Tallahassee, FL

SELECTION COMMITTEE:

Janet Morales, Principal, New Renaissance Middle

Melinda Frame-Wessinger, Principal, New River Middle

Jermaine Fleming, Ed.D., Director, School Performance & Accountability

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RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Kaia Qaiyim
CURRENT/PREVIOUS POSITION: Reading Coach, Coral Springs Elementary
CURRENT/PREVIOUS SALARY: \$53,027 **CURRENT WORK CALENDAR:** 196 Days
RECOMMENDED POSITION: Assistant Principal, North Side Elementary (JJ-002)
RECOMMENDED SALARY: \$71,000, salary on the Awarding Competitive Compensation to Educational Leaders (ACCEL) Plan for School-Based Administrators

RECOMMENDED WORK CALENDAR: 216 Days

EFFECTIVE DATE: 9/7/2017

NUMBER OF APPLICANTS: 55

NUMBER OF QUALIFIED APPLICANTS: 48

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 7

REASON FOR SELECTION:

This individual has been selected as the best qualified candidate for the position based upon education, professional experience and responses to the interview questions. Ms. Qaiyim has completed the LEAD program.

DEGREE(S) Master's Degree. Educational Leadership. Florida Atlantic University. Boca Raton, FL

AWARDED: Bachelor's Degree. Elementary Education. Florida Agricultural & Mechanical University. Tallahassee, FL

SELECTION COMMITTEE:

Heilange Porcena, Principal, North Side Elementary
David Hall, Director, School Performance & Accountability
Theresa Bucolo, Principal, Harbordale Elementary

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RECOMMENDED POSITION
AND
SUMMARY OF ADVERTISED POSITION

REVISED

RECOMMENDED CANDIDATE: Cindee Rubinstein
CURRENT/PREVIOUS POSITION: Instructional Facilitator, Service Quality Office
CURRENT/PREVIOUS SALARY: \$53,888 **CURRENT WORK CALENDAR:** 196 Days
RECOMMENDED POSITION: Assistant Principal, Lauderhill Paul Turner Elementary (JJ-002)
RECOMMENDED SALARY: \$74,400, salary on the Awarding Competitive Compensation to Educational Leaders (ACCEL) Plan for School-Based Administrators

RECOMMENDED WORK CALENDAR: 216 Days

EFFECTIVE DATE: 9/7/2017

NUMBER OF APPLICANTS: 49

NUMBER OF QUALIFIED APPLICANTS: 43

NUMBER OF QUALIFIED APPLICANTS INTERVIEWED: 7

REASON FOR SELECTION:

This individual has been selected as the best qualified candidate for the position based upon education, professional experience and responses to the interview questions. Ms. Rubinstein has completed the LEAD program.

DEGREE(S) Master's Degree, Educational Leadership, Florida Atlantic University, Boca Raton, FL

AWARDED: Bachelor's Degree, Psychology, University of Florida, Gainesville, FL

SELECTION COMMITTEE:

Richard Garrick, Principal, Lauderhill Paul Turner Elementary
Irene Cejka, Director, School Performance & Accountability
Teresa Thelmas, Principal, Coconut Palm Elementary

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